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FIGHTING TIMES

UNITED WORKERS CAUCUS — RANK AND FILE — LOCAL 72

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CONCESSION FEVER SWEEPS UAW

LOCAL 72 HOLDS ITS OWN WITH FEW CONTRACT CHANGES

For the past week and a half the negotiations between Local 72 and AMC/Renault remained a mystery to most people in the shop. But what was at stake was the future of auto production at the Kenosha plant. In exchange for the promise of Renault production, the company was demanding an unknown number of contract concessions. With working membership currently at 5,952, and 2,487 on layoff the economic picture in Kenosha is bleak.

In fact it has been the same depressed picture in the rest of the auto industry that has resulted in the worst round of concessions negotiated by the UAW International ever. The worst giveaways to date have occured at Chrysler where workers lost an average of $15,000 each over the 3 years of the contract. But Chrysler is not alone--AMC workers in South Bend Ind. will be voting this week on a proposal that would cut out 1/2 of their future COLA and eliminate 75% of their contract language on manpower moves.

The latest round of negotiations was reminiscent of the early days of bargaining when AMC was known as Nash. In 1931 Nash workers were forced to accept a wage cut. In 1933 the newly formed union met with the President of Nash, Charles Nash. In response to union demands for a wage increase he dangled the keys to the plant in front of the union committee and threatened to throw them in Lake Michigan. In the tradition of old man Nash, George Maddox came to Kenosha last week threatening to lock up the plant if Local 72 didn't cave in to his concessions.

The first AMC/Renault proposal dated December 1980 contained such outrageous proposals as;

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"Employees (for the Renault workforce) will be selected on the basis of seniority, qualification, and work record, including attendance." In response to this type of "take it or else" by George Maddox the Executive Board reached a tentative agreement that will be voted on by the membership this Thursday. If accepted the agreement will eventually guarantee 2000 jobs to build the projected daily rate of 800 Renault

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HIGHLIGHTS OF PROPOSED AGREEMENT

(EDITORS NOTE: Local 72 will be distributing a printed sheet with the full details of the proposed agreement before voting on Thurs. The following are a few highlights.)

THE FOLLOWING MANPOWER MODIFICATIONS APPLY ONLY TO THOSE EMPLOYEES INVOLVED IN RENAULT PRODUCTION DEPARTMENTS

***The first clause of the proposed agreement reads, "Further, if the launch and the initial Renault vehicle is successful, and the quality objectives are achieved, the Kenosha facility shall be the prime candidate for future additional production of Renault designed passenger cars and components." This is the first clause of its kind in the UAW and if AMC/Renault can be held to it future production may include the promise of 1200 jobs for proposed '3 and 5 door' Renaults.

***AMC will not come to the Union during the term of the present contract to seek economic concessions in return for additional production, barring a complete collapse of the Ford/GM Agreements.

***Pilot production to begin fall of 1981, around November.

***Initial production teams of 200 to be selected from home depts. involved by Chief steward and company based on seniority and ability. No bumping, bidding, shift preferencing, or transfers till June '82.

***Regular launch will occur from Apr./June till Dec. '82. Renault production needs will be filled first by those employees with home dept. rights. No bids, shift preferences, or transfers during launch.

***After the first 6 month period regular bumping procedure will apply in the event of a plantwide reduction in the labor force.

***After the launch new manpower guidelines will include: 1 bid every 6 months; no unlimited daisey chain on job posting; employees will be moved to their new job in no more than 15 working days; shift preferences may be exercised every 6 months if it is a flip/flop or every 1 year if it is not job for job; shift preferences will be moved one per forman per week, with no limit on flip/flops.

***Transfers may be moved by mutual consent of Union and company if all those employees with home dept. rights are recalled.

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LOCAL 72 HOLDS ITS OWN...CONTINUED FROM PAGE 2

X-42's. Contrary to how it was played up in the news media as "2000 new jobs in Kenosha" the Renault work will replace present production at Lakefront and the remaining workforce will build whatever is left of AMC cars at the Main Plant. There will be 4 cylinder engine production in motor division. But it will be limited because engines for Renault will be imported. Even with the new jobs the Local 72 membership will fall short of the 8,500 working last year.

Luckily for the membership of Local 72 Ray Majerus hastily left negotiations before any real decisions were made. Fortunately Local 72 President Gene Sylvester was in charge of the talks rather than Majerus and the International. The present economic hard times and the poor track record of the International in granting concessions doesn't put autoworkers in a strong bargaining position. It is a tribute to the long standing sentiment in Local 72 against concessions that the proposed agreement, even with the modifications, remains superior to anything in the UAW.

PARKING LOT OVERCROWDING SOLVED AT LAKEFRONT

AMC ORDERS 15 ROBOTS

A recent article in the Kenosha News reported that AMC has ordered 15 industrial robots for Renault production in Kenosha. The robots will be added to 8 already at Lakefront which are being changed over for Renault. The total of 23 robots will give AMC its most automated production ever and means that many jobs will be permanently lost.

Besides the robots, AMC has other new welding systems on order that will no doubt mean less jobs for Local 72 members.

In a related story the Wall Street Journal reported on 1/9/81 that the prospects for robot producers is "bright" with a steady increase in sales expected. The article encouraged investors to put their money into robot producers and predicted big profits for those with the money to invest. Instead of being seen as labor saving devices that should lead to a shorter work week, the robots represent cold, hard cash to those who already have it.

It is ironic that the prospect of Renault coming together with AMC can on the one hand save the company but on the other wipe out so many jobs. What is just about a system that seems to have no rational plan for our future?

ATTENTION VIETNAM VETS

On December 23 a US District Judge ruled that Vietnam Veterans can join in a class action suit for damages suffered from exposure to the chemical defoliant Agent Orange. For information contact: Vietnam Vets still Suffering: Nick & Sue Salerno, 859-2147

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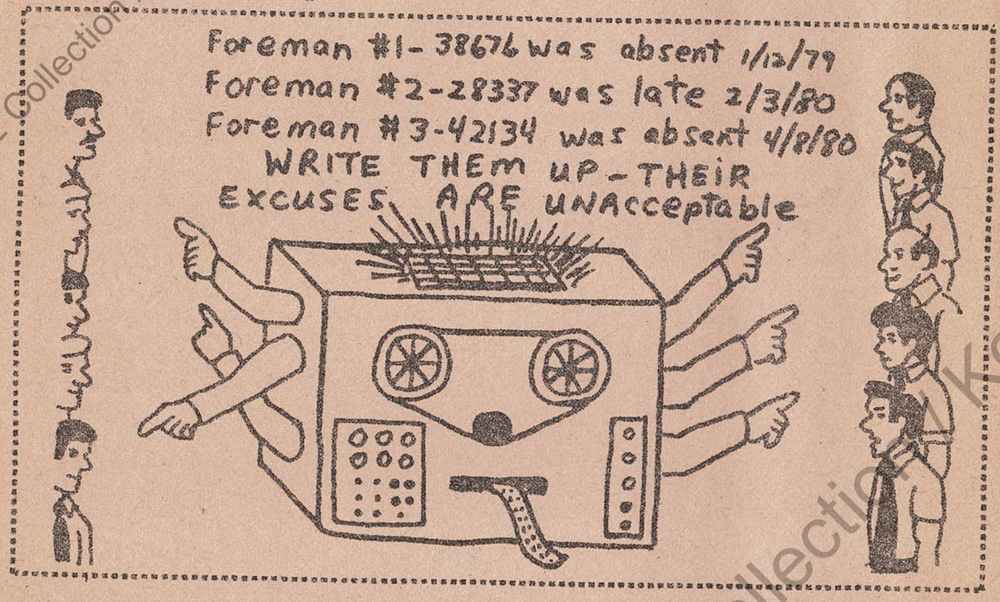
ATTENDENCE TO BE COMPUTERIZED

CAN YOUR STEWARD TALK R2D2 OUT OF A FIVE-PAGER

How would you like your fate to be in the "hands" of a computer? According to rumours from reliable sources in the company your attendance record may be judged by a computer as soon as this spring.

Rather then the unpredictable "human element" of supervisors reviewing your attendance record, an impersonal but strictly impartial relative of R2D2 will pass sentence on you. Let's hope he's not programmed to show favoritism toward his new robot relatives being installed at Lakefront.



********** BEWARE OF IE *********

In times of slow sales IE does their best work--cutting costs. Already IE is working at eliminating every extra body and adding to the number of people laid off.

If you see IE stalking the lines remember the contract offers you some protection. Article 16 Section 4 reads....The operator and steward and or Chief Steward will be notified 24 hours in advance of any timing, or logging or observation with a stop watch or any logging or observation of an employee...

If you don't believe IE will go anywhere to save AMC a buck watch Main Medical where they are currently planning to cut out one nurse.

NO O.T. DURING LAY-OFFS ********

DEAR LOCAL 72 MEMBERS,

Once again I am laid off by AMC. I was originally hired by AMC in 1974. I lost my seniority due to being laid off over 2 years. In 1978 I was rehired with no seniority rights. Now that I am laid off again I fear that I may lose my seniority once again.

Yet with 2,500 workers on indefinite layoff, the company continues to schedule overtime. This is keeping people on the street and could be costing me my job. The overtime schedule for repairmen could be eliminated by adding more repairmen on the line. Whole departments have been scheduled for overtime. This causes many families to be without a steady income. Some of us breadwinners on layoff have little or no out of work benefits. What is worth more, the few extra dollars made working overtime or your union brothers or sisters job?

Laid off union Brother.

DEAR LAID-OFF BROTHER

The United Worker's Caucus agrees with you 100%. At the December membership meeting there was very strong sentiment among the people that overtime shouldn't be worked during layoffs. With 2,700 Local 72 members on the streets it is up to all of us still working to remember that any overtime worked may deny a laid off member a job. Likewise, it should be the responsibility of <u>all</u> elected union officials to be an example in not accepting overtime during these times.

By cutting off overtime some departments have forced the company to bring back additional people into the codes and onto jobs. When the company tried to schedule production overtime for Saturday January 17, in 837 they were forced to cancel due to "lack of interest". This should be an example to everyone who thinks--"If I don't accept it someone else will." NONE OF US SHOULD ACCEPT OVERTIME!

BUILDING 40

PETITIONS FOR VOTING TRAILER

With the primaries for this years Board election just a few months away, hundreds of people in Bldg. 40 have signed a petition calling on the Election Committee to provide a voting trailer by Gate 15. This particular trailer was pulled off the gate after a large, vocal minority voted against the 1977 contract.

The petition circulated in Bldg. 40 reads.

"We the undersigned members of Local 72 respectfully request the permanent placement of a voting trailer to be situated by Gate 15. As can be witnessed by the high turnout in the past at this particular location a permanent trailer would insure the exercise of their democratic right to vote by an increased number of Bldg. 40 employees.

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NO. 1 IN A FIGHTING TIMES SERIES

RENAULT:

PROFILE OF A MULTINATIONAL

The United Workers Caucus has been corresponding with the International Metalworkers Federation (IMF), a European autoworkers union, in France regarding Renalt. Recently we received a 50 page profile of Renault which was prepared for the IMF Renault World Auto Council. This centerfold will attempt to digest some of the more important information from that document and others. It is important that workers from all over the world working for Renault understand the nature of the mutinational and begin to communicate with each other. We plan on continuing our communication with them and passing on important information as we receive it.

RISE OF RENAULT

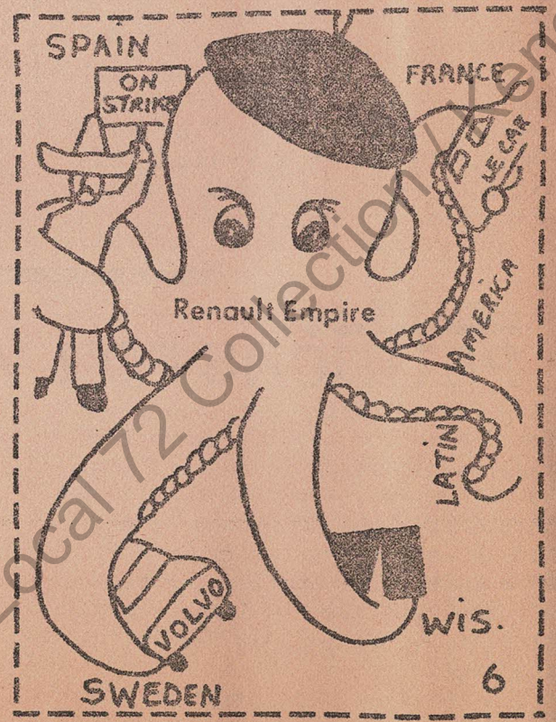
In 1945 France took over Renault because the founder, Louis Renault, was collaborating with German occupation forces.

Renault has grown from the 8th largest in 1978 to the 7th largest automaker in the world in 1979. 1980 sales were up 10% from 1979, producing more than 2 million vehicles world wide. Renault's own strategy shows that it plans on moving up to the number 4 spot by 1985 by heavy penetration of the American market. Estimated sales by Renault for 1985 is 2.5 million units.

About 120,000 people are employed by Renault, 70% of which are employed in private car manufacture. The other 30% is divided in 37 subsidiaries ranging from tractors to coffee.

AMBITIOUS PLANS - SWEDISH DEMANDS

Ambitious plans for all over the world can be seen by a few examples.



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Renault has signed an agreement with Portugal - with Renault providing 70% of the capital - where plans are to produce 65,000 vehicles annually by 1985, increasing by 1987 to 85,000.

According to the Berlin Institute for Economic Research, production in the Soviet Union & their bloc countries will increase to 3 million in 1985. One half of this output will be manufactured by Renault and Fiat.

In Dec. of 1979 Renault announced an agreement with Volvo where soon Renault will control 20% of the auto company. Sweedish unions, who were not completely satisfied with the new agreement but realized that it must be made in order to survive in the future, have made two demands. 1. Development and production of Volvo vehicles must remain being made in Sweden - at least to the extent as before the agreement. 2. The working agreement for the new company must be the same as that prevailing for other Volvo workers.

In the U.S. Renault has bought 20% of Mack Truck. Here at AMC they now own 46% of the stock with options to buy up to 59%. The AMC agreements are already aiding the French automaker. From Sept. 1978 to Sept. 1979 U.S. sales of Le Car rose 21%. 1980 U.S. Renault sales have doubled those of 1979.

RENAULT ROBOT TECHNOLOGY

Renault is said to be the most technologically advanced automaker in Europe. In 1981, for example, Renault will be the first manufacturer to introduce completely automated production of cylinder blocks. Despite a steady increase in sales, the proportion of unskilled autoworkers has gone down from 75.2% of the workforce in 1973 to 71.3% toward the end of 1978.

Wages at Renault accounted for 22.2% of capital turnover in 1974 and dropped to 17.9% in 1978. These figures show that productivity and profitability per worker increased substantially and indicate that increased demands for wages and benefits for Renault workers would be justified.

Renault's control of AMC will bring more that just badly needed jobs to AMC. It will change the nature of the company that we work for and bargain with. It is important to know all we can about the French connection, not only for the leadership of our union who will be bargaining with them, but for the workers here and worldwide who do the actual labor of building their empire.

* *

Future issues of Fighting Times will continue to examine Renault and what it means for us.

Dear United Workers Caucus,

We have received your letter of the 1st August last and we have made the neccessary arrangements for our Renault friends to communicate the information to your correspondence in the United States.

We thank you for having been our intermediary and like you think that these exchanges are necessary and indispensable in countering the strategy of the multinational companies.

For the Federation
Jacque Tregaro
International Metalworkers

LETTER FROM PARIS

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AMC TO BUY MORE JAPANESE FORK TRUCKS?

U.S. CORPORATIONS --SUPER PATRIOTS?

Don't let the new found "super patriotism" of the big coporations fool you. All the corporations pious proclamations of Buy American to save American jobs is as phony as a $3 bill. GM, Ford and Chrysler have spent millions recently to lobby in Congress for import restrictions. Yet the entire Ford Fiesta and Dodge Colt are built overseas and marketed as "American." Ford owns 25% of Toyo Kogyo which builds Mazda, one of those Japanese imports that Ford tells its workers is responsible for them losing their jobs.

In the last issue of Fighting Times we reported that AMC had purchased 3 fork trucks fully made by Yale in Japan--#4354, #4355, & #4356. Recently informed sources revealed to us that AMC is considering replacing the 7 rental trucks in Bldg. 40 with new Japanese made Yale trucks.

The multi-national corporations could care less about American workers or Japanese workers for that matter. The following quote from a Ford executive shows just how patriotic they are.

"It is our goal to be in every single country there is--iron curtain countries, Russia, China. We at Ford Motor Company lood at a world map without any boundaries. We don't consider ourselves basically an American company. We are a multinational company. And when we approach a government that doesn't like the United States, we always say "Who do you like? Britain? Germany? We carry a lot of flags. We export from every country."

Testimony of Robert Stevenson, Ford International Vice President. U.S. Senate Hearings, 1973.

WHO SAYS WE'RE NOT PRODUCTIVE??

Top AMC executives were in town last week trying to bargain contract changes that would supposedly make AMC workers more productive. Many times they try to make us think that the current hard times are our fault for not working hard enough or for having too good of a contract.

Some statistics published in Ward's Auto World paint a different picture. According to the article, AMC workers turned out the most vehicles per employee of any American auto producer in 1979. AMC workers produced 14.8 vehicles per employee while Ford workers were at 12.8 and GM at 10.5. The figures are arrived at by dividing the number of vehicles produced by the number of workers.

FIGHTING TIMES INTERVIEWS A WORKER FROM..... CHRYSLER CORPORATION

The following is an interview that Fighting Times conducted with Bill Parker a laid off Chrysler worker from Detroit.

Q. What do you think is causing the problems for Chrysler?
A. All during the 60's and 70's, Chrysler management made decisions that are backfiring on them now. They tried to expand overseas instead of putting their money into modernizing and updating US and Canadian plants. They waited too long before updating their good selling cars and kept putting money into poor sellers that are supposed to make a big profit.(like the New Yorker)

Q. How long have you been off and from where?
A. I've been laid off 15 months from Lynch Road Assembly plant. We made full size cars-New Yorkers, Newports, St Regis.

Q. How did you vote on the last contract that broke the big 3 pattern?
A. I voted against it. Our caucus the United Coalition Team urged a no vote. About 1/3 of our Local voted no.

Q. What do you think, you and most Chrysler workers feel about taking a wage freeze so that the government will give Chrysler another loan?
A. A lot of workers are saying now that we shouldn't be forced to grant further concessions. So far we haven't got any guarantees of jobs for any of the concessions we made before. In fact every time we make concessions we lose more jobs. Now they want a freeze on wages with no guarantees. My brother works at Fords and makes more money yet we pay the same for food and everything else.

Q. Do you think Chrysler will survive?
A. Chrysler surviving and our jobs surviving are not neccesarily the same thing. If Chrysler is to survive it would be with the help of another company like Peugot. But whether or not the company survives there will be less jobs as they automate and jack up our productivity through speed up. I hate to say it, but right now there is no such thing as job security for any of us autoworkers and unfortunately the UAW International is doing little to remedy the situation.

QUOTE OF THE MONTH FROM MOTOR DIVISION

After reading in the last issue of Fighting Times about how much work Superintendant Willie Winchester was doing on the floor in 824 someone commented that "IE should make up a man assignment for Winchester."

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300 ATTEND KING MEMORIAL

LOCAL 72 JOINS MOVEMENT FOR NATIONAL HOLIDAY

On Friday night January 16, over 300 people, mostly Local 72 members, attended a program at the union hall honoring Dr. Martin Luther King, Jr. sponsored by the Fair Employment Practices Committee.

The Local 72 program was part of a nationwide movement to make Dr. King's birthday a national holiday and to show that his dream of justice and equality for Blacks and all working people lives on. The movement this year was highlighted by a march of close to 100,000 people in Washington D.C. and hundreds of programs similar to the Local 72 event in union halls and community centers across the country.

Jack Cole, Local 72 Board member was M.C. for the evening and he opened up the program by saying that the dream of Dr. King, "lives on at Local 72 in Kenosha." Soloist Louise Davis next had the crowd on their feet joining hands and singing along with her, "We Shall Overcome," the anthem of many civil rights battles of the past.

Lela Moore a Black woman and the President of the Voorlas unit of UAW 627 related how discrimination still goes on in the factories. She spoke from experience of Blacks making less than Whites on the same jobs and of her recent firing in a time study dispute.

The crowd came to their feet to applaud the next speaker Helen Robertson. Ms. Robertson, an activist in the Milwaukee Black community emphasized that King did not symbolize turning the other cheek but rather he stood for people struggling for their rights.

Paul Blackman, the union president at AO Smith in Milwaukee and leader of a coalition for a national holiday on King's birthday stressed the close links between the labor movement and the Black freedom movement. He pointed out that King met his death while aiding a strike of garbage workers in Memphis.

Local 72 President Gene Sylvester spoke strongly of the

SEE P.12

FREE THE 88 -NEGOTIATE

INTERVIEW WITH G&H STRIKER

What are the company's latest proposals?

On Tuesday, January 26, the company and the Union met. Outside of a lot of arguing, the company presented us with four new proposals to go along with the take-aways already proposed.

1) The scabs hired by the company are to remain as permanent employees in the event of a settlement. The strikers would go on a preferred re-call list, with no job rights.

2) Any striker "guilty" of picket line "misconduct" would not have to be recalled by the company. The company would decide who was guilty and that person would have no recourse, like going to the NLRB.

3) A new Union Security clause creating an open shop. Employees would not be required to join the Union, creating even more havoc and dissention.

4) A new subcontracting clause, which would allow the company to subcontract much more than they used to. They would have to notify the Union of any new subcontracting, but there wouldn't be anything that we could do about it. The result of this would be losing even more jobs.

These four proposals, along with all the other take-aways, are the company's idea of good-faith bargaining to end this 7 month old raping of the strikers and the Union itself.

What does the Union have planned?

Currently we are again looking for charges against the company for not bargaining.

We are also gathering affidavids against the scabs' provocations. This is being done to expand our ranks on the picket line along with bad-faith bargaining charges. Examples of the provocations are: scabs taping their checks to the windows of their cars when crossing the line; the attack of 4 picketers by 15 scabs armed with steel pipes & tire irons; and the attempt by one scab to run down 4 picketers by driving up on the curb where fortunately no one was hurt. There was one other occasion where 3 picketers were slightly injured after being hit by a scab's car.

As far as help for the strikers the Union has written to other locals across the nation asking for donations. There's also a

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BENEFIT DANCE -- FEB.21 UNION CLUB IN KENOSHA

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CON'T FROM P.10

MARTIN LUTHER KING

many contributions Dr. King made to the struggle of working people and minorities during his life. Sylvester added that a look at King's life should answer any questions people in the shop have about why Local 72 negotiated a day off in his honor. He finished with one of Dr. King's favorite quotes, "A man who won't die for something has nothing to live for."

The program was a tremendous success and showed what a strong positive force Local 72 can be in the community. It was the type of program that all unions should take up in these trying times. Unity between the labor movement and the freedom movement that King led is vital for the years ahead.

CON'T FROM P.11

G&H STRIKE

beer bust planned for Sat. Feb. 21st with all the proceeds going to the stikers.

What can people do to help?

I would like to at this time express on behalf of all the G&H strikers a deep, heart-felt thanks for all the donations of money, time, prayers,etc. The support has saved many of us from losing our homes, heat,food,etc.

But it can't stop now! You must keep donations coming if we are going to win this seige upon our Unions...You ask what people can do..Don't let us lose. We need your help; donations of food and money. Stop out on the line, write letters, anything. We need you!

CALENDAR OF EVENTS

FEBRUARY 13&14 -- Conference on Health & Safety for Women -- UWM Milwaukee -- For More Information call 643-0928 -- Sponsored by several Milwaukee area unions, women's groups and Wisconsin Committee on Occupational Health & Safety (WISCOSH).

FEBRUARY 15 -- Local 72 Fishing Derby

FEBRUARY 21 -- G&H Benefit Dance -- Union Club

FEBRUARY 23 -- Toxic Chemical Awareness Day -- UW-Parkside -- Workshops and discussion on the Racine Chemical Dump, Agent Orange and a special discussion on Industrial Health & Safety Monday evening. For more information call Steve at 654-0645.

FEBRUARY 28 -- Union Busting Conference at Local 72.

FEBRUARY 28 -- Art contest entires due

MARCH 14 -- Art exhibition at Union Hall

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